MULTIMEDIA UNIVERSITY

STUDENT IDENTIFICATION NO

MULTIMEDIA UNIVERSITY

FINAL EXAMINATION

T1, 2018/ 2019

BRM7154 – RESEARCH METHODOLOGY

(MBA Full Time)

5 OCTOBER 2018
9.00 a.m – 12.00 p.m
(3 Hours)

INSTRUCTIONS TO STUDENTS

1. This question paper consist of **THREE (3)** pages (including the cover page).

2. Answer **ALL** questions. The marks distributions are given in parentheses.

3. Write all your answers in the **Answer Booklet** provided.

QUESTION 1

This study seeks to examine the determinants of job satisfaction among hospital nurses in Malaysia. The study proposes a framework that organizational related factors (i.e. Perceived organizational support, organizational constraints, organizational commitment and trust in organization) influenced job satisfaction. While, employee engagement intervenes between these variables.
Based on the above case;

a. Identify the variables involved the study. **(5 marks)**

b. Develop **FIVE (5)** possible research questions and **FIVE (5)** possible research objectives based on the research framework.
(10 marks)

c. Generate **FIVE (5)** testable hypotheses derived from this study.
(10 marks)

(Total: 25 Marks)

QUESTION 2

Workplace deviance has become pervasive in most organizations today. Researchers conceptualized workplace deviance based on whether the offence is directed towards organizational or interpersonal deviances. This study examined the contributions of individual (i.e., negative affectivity and agreeableness) and situational factors (i.e., leadership, interpersonal justice, and organizational commitment) towards workplace deviance in the private organizations. Workplace deviance was conceptualized as interpersonal deviance and organizational deviance. A survey was conducted on 160 clerical employees who worked fulltime. The findings of the study indicated that negative affectivity and interpersonal justice were positively and significantly correlated with both types of workplace deviance, and the correlations were low. However, job satisfaction was not correlated with organizational deviance and interpersonal deviance. Given this situation:

a. Develop a research objective and research question of the study. **(4 marks)**

b. What is the unit of analysis involved in this study? **(2 marks)**

c. Develop a conceptual framework based on the question 2. **(5 marks)**

d. Based on this study, suggest the type of survey, data analysis and sampling which could be used in this study. **(14 marks)**

(Total: 25 Marks)
Continued...

QUESTION 3

a. From a research done, the following intercorrelation matrix is shown. Interpret the results. **(10 marks)**

Variables	*M*	*SD*	Y_1	X_1	X_2	X_3
Y_1	2.82	0.66				
X_1	2.57	0.73	.598**			
X_2	3.28	0.68	.076	.007		
X_3	2.15	0.56	.187**	.345**	-.151*	
X_4	2.7	0.77	.172*	.147*	.069	.127

Notes: Y_1 = Job Satisfaction, X_1= Perceived organizational support, X_2 = Organizational Commitment, X_3 = Employee engagement; X_4 = Trust in organization

** Correlation is significant at the 0.01 level (2-tailed).

* Correlation is significant at the 0.05 level (2-tailed).

b. Briefly describe what pilot test is. **(5 marks)**

c. Identify **FOUR (4)** purposes of conducting a pilot test. **(10 marks)**

(Total: 25 Marks)

QUESTION 4

a. What is qualitative data? **(5 marks)**

b. How can you assess the reliability and validity of qualitative research? **(10 marks)**

c. Briefly explain **TWO (2)** probability sampling techniques and **TWO (2)** non-probability sampling technique. **(10 marks)**

(Total: 25 Marks)

End of Paper